

Panel One

Workforce Housing Gap - Exploring the Impacts on Dane County Employers and Employees

Mike Davis, Administrator, City of Middleton, facilitator

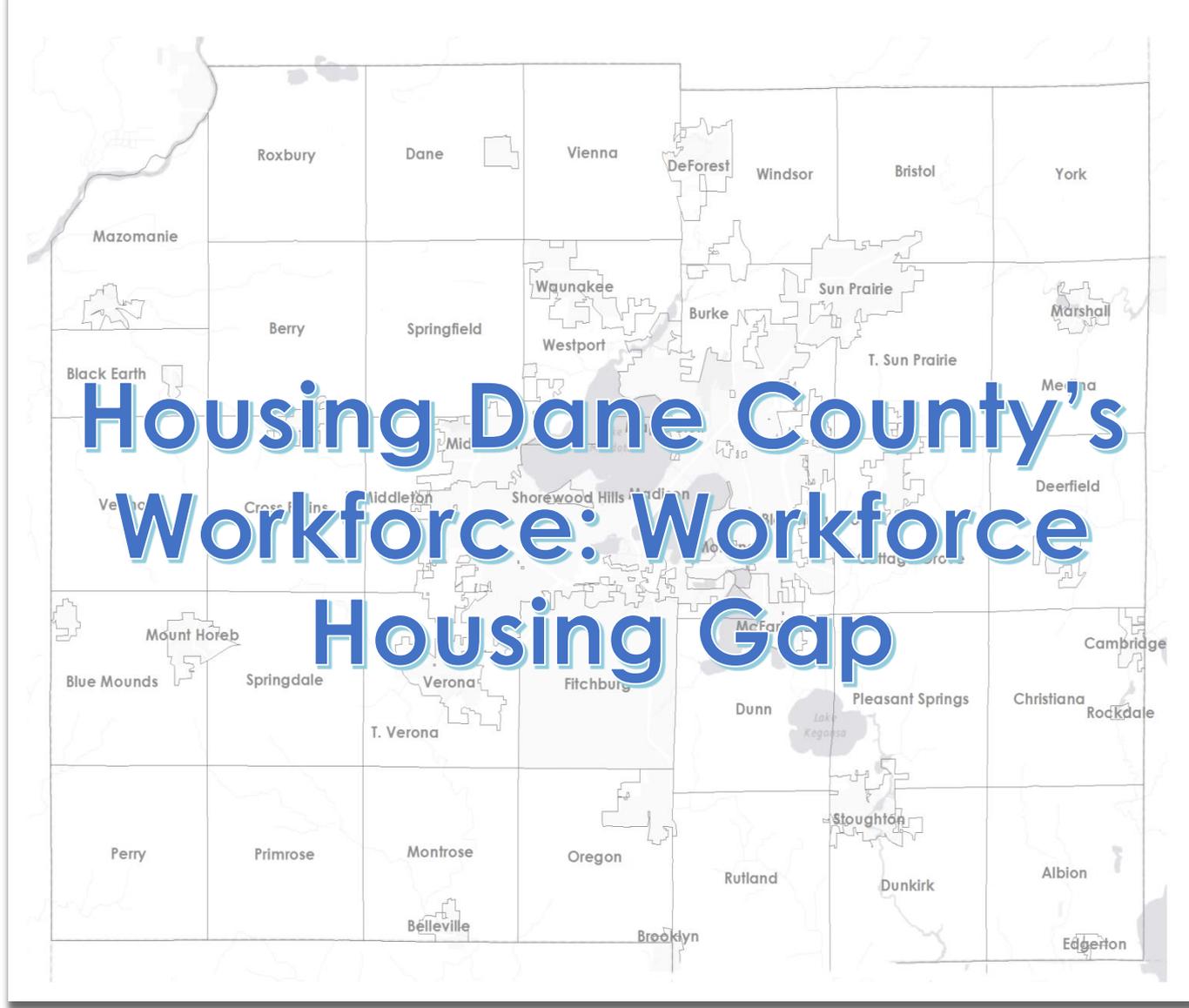
Kurt Paulsen, Professor, Urban and Regional Planning, UW Madison – Dane County workforce profile

Jeffrey Nutt, VP/General Manager, Pan O' Gold Baking Company, Sun Prairie, WI, Sun Prairie Workforce Housing Committee

Todd Costello, Executive Director, Community Living Alliance, Madison, WI (healthcare employer)

Kris Koenig, Owner, Natura Clean, Middleton, WI (small business), Q&A





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What is Workforce Housing?



- Workforce housing is housing that is affordable to the workforce in an area.
- Examine actual wages paid (by occupation) in the labor market and develop a “housing budget” – what families can afford to pay for housing.
- Workforce housing “Gap” is the difference between a family’s housing budget and the actual cost of housing in an area.



Top 20 Large Urban Counties with Most Extreme Workforce Housing Affordability Gaps

<i>Rank</i>	<i>County</i>	<i>Percent of extremely-low-income renter households paying 50% or more in rent</i>
1	Solano County, California	78.6%
2	San Joaquin County, California	78.4%
3	Gwinnett County, Georgia	78.4%
4	Denton County, Texas	78.1%
5	Washington County, Oregon	77.7%
6	Prince William County, Virginia	77.5%
7	Cobb County, Georgia	77.5%
8	Horry County, South Carolina	77.5%
9	Travis County, Texas	77.0%
10	Orange County, New York	76.5%
11	Williamson County, Texas	76.3%
12	Larimer County, Colorado	76.2%
13	Loudoun County, Virginia	76.2%
14	Boulder County, Colorado	76.1%
15	Orange County, Florida	76.1%
16	Kern County, California	75.8%
17	Stanislaus County, California	75.3%
18	San Bernardino County, California	75.0%
19	Dane County, Wisconsin	75.0%
20	Broward County, Florida	74.9%

Who is Dane County's Workforce?

Employees by industry sector, Dane County (2014)

Industry name	Number of employees	% of county employment
Health care and social assistance	45,566	17.0%
Retail trade	31,147	11.6%
Accommodation and food services	25,946	9.7%
Manufacturing	23,620	8.8%
Finance and insurance	23,131	8.6%
Professional, scientific, and technical services	20,711	7.7%
Administrative and support and waste management and remediation services	16,821	6.3%
Information	14,848	5.5%
Other services (except public administration)	13,162	4.9%
Wholesale trade	12,727	4.8%
Construction	12,238	4.6%
Management of companies and enterprises	7,005	2.6%
Transportation and warehousing	6,529	2.4%
Arts, entertainment, and recreation	4,209	1.6%
Real estate and rental and leasing	4,138	1.5%
Educational services	3,448	1.3%
Utilities	1,698	0.6%
Agriculture, forestry, fishing and hunting	605	0.2%
Mining, quarrying, and oil and gas extraction	125	0.0%
Total	267,697	

Who is Dane County's Workforce?

Annual wages, by occupation, Madison metropolitan region (2015)

Occupation Title	Employees	% of total employment	"Starting Wage"	"Median Wage"
Office and Administrative Support Occupations	58,550	15.68%	\$20,470	\$34,800
Sales and Related Occupations	33,490	8.97%	\$16,880	\$27,480
Food Preparation and Serving Related Occupations	29,050	7.78%	\$16,330	\$20,160
Production Occupations	25,630	6.86%	\$20,650	\$32,720
Education, Training, and Library Occupations	25,380	6.80%	\$23,600	\$44,320
Business and Financial Operations Occupations	25,190	6.75%	\$37,830	\$60,080
Healthcare Practitioners and Technical Occupations	22,480	6.02%	\$34,080	\$67,020
Computer and Mathematical Occupations	20,060	5.37%	\$42,010	\$72,110
Management Occupations	19,880	5.32%	\$45,230	\$93,600
Transportation and Material Moving Occupations	19,550	5.23%	\$18,970	\$32,040
Construction and Extraction Occupations	13,270	3.55%	\$30,560	\$53,090
Personal Care and Service Occupations	12,010	3.22%	\$17,090	\$22,690
Installation, Maintenance, and Repair Occupations	11,860	3.18%	\$26,110	\$44,060
Building and Grounds Cleaning and Maintenance Occupations	11,530	3.09%	\$16,750	\$23,400
Healthcare Support Occupations	8,840	2.37%	\$21,280	\$30,670
Architecture and Engineering Occupations	8,210	2.20%	\$41,750	\$68,410
Protective Service Occupations	6,730	1.80%	\$19,160	\$36,000
Life, Physical, and Social Science Occupations	6,700	1.79%	\$33,110	\$56,640
Arts, Design, Entertainment, Sports, and Media Occupations	6,410	1.72%	\$21,170	\$44,920
Community and Social Service Occupations	5,550	1.49%	\$22,960	\$42,240
Legal Occupations	2,640	0.71%	\$38,940	\$69,830
Farming, Fishing, and Forestry Occupations	430	0.12%	\$18,550	\$29,720
All Occupations	373,460		\$19,080	\$39,160

Who is Dane County's Workforce?

Low-wage, high employment occupations (Madison metropolitan area, 2015)

Occupation Title	Employees	10 th percentile annual wage	25 th percentile annual wage	50 th percentile annual wage
Retail Salespersons	10,790	\$16,550	\$18,140	\$21,600
Combined Food Preparation and Serving Workers, Incl. Fast Food	8,340	\$16,010	\$16,850	\$18,250
Cashiers	6,880	\$16,100	\$17,050	\$18,650
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,230	\$16,490	\$18,130	\$22,060
Personal Care Aides	5,970	\$17,410	\$20,030	\$22,010
Waiters and Waitresses	5,250	\$16,520	\$18,210	\$22,940
Stock Clerks and Order Fillers	4,290	\$16,990	\$19,150	\$23,410
Cooks, Restaurant	2,940	\$18,380	\$20,600	\$22,780
Bartenders	2,920	\$16,250	\$17,490	\$19,640
Teacher Assistants	2,310	\$18,460	\$21,530	\$26,500
Landscaping and Groundskeeping Workers	2,120	\$18,740	\$21,900	\$26,730
Maids and Housekeeping Cleaners	2,110	\$16,370	\$17,750	\$20,250
Security Guards	1,820	\$17,690	\$20,140	\$22,990
Preschool Teachers, Except Special Education	1,810	\$20,180	\$22,620	\$26,690
Packaging and Filling Machine Operators and Tenders	1,670	\$17,130	\$19,410	\$23,170
Home Health Aides	1,570	\$20,040	\$21,710	\$24,510
Food Preparation Workers	1,540	\$16,520	\$18,010	\$20,380
Counter and Rental Clerks	1,520	\$16,300	\$17,520	\$19,610
Substitute Teachers	1,520	\$17,870	\$23,320	\$27,630
Dishwashers	1,290	\$16,100	\$17,140	\$18,860
Tellers	1,210	\$19,910	\$22,010	\$25,590
Production Workers, All Other	1,200	\$19,200	\$20,980	\$23,330
Driver/Sales Workers	1,190	\$16,660	\$18,160	\$21,350
Hairdressers, Hairstylists, and Cosmetologists	1,170	\$16,760	\$18,680	\$24,930
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,090	\$16,050	\$17,040	\$18,680
<i>All 25 lowest-wage high-employment occupations</i>	<i>78,750</i>	<i>\$17,387</i>	<i>\$19,343</i>	<i>\$22,502</i>

Workforce Housing Gap

	Annual Wage	Monthly Housing Budget (single worker)	Monthly Housing Budget (2 workers)
"Starting wage"	\$17,387	\$435	\$869
25th percentile	\$19,343	\$484	\$967
"Median wage"	\$22,502	\$563	\$1,125

